Pediatric Hospital Medicine

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Overview

• What is a hospitalist & how do I know if I want to be one?
• What is a PHM fellowship?
• What is the timeline for preparing for jobs/fellowships?
• How do I prepare/make myself competitive?

Timeline For Seniors Seeking Jobs

Send Cover Letters and CVs
Follow-Up with Phone Call or email
Interview
Receive & Consider Offers; Possible Negotiation
Decide

Senior Year
September - October

1-2 weeks later and q2-3 months thereafter
Senior Year
Fall-Spring
Senior Year
Winter-Spring
Senior Year
Winter-Spring

Timeline For Seniors Seeking Fellowships

Fellowship Applications
Interview
Talk to mentors, weigh options
Submit NRMP Match List
Match Day!

Senior Year
July-Sept
Sept-Nov
Fall
Nov 30
Dec 14
Resources

- Stanford Pediatric Career Development Website (http://peds.stanford.edu/career-development/)
- PHM Fellows’ website: PHMfellows.org
- AAP SOHM (aap.org/sohm)
- AAP jobs listings: www.pedjobs.org
- Advisor
- Program Director & Fellowship Director

Resources: phmfellows.org website

How to Identify Career Goals

- Particular passion
- Patient population (i.e. underserved, minority language, etc)
- Continuity of care vs. episodic care (urgent care, hospitalist)
- Procedures
- Deaths and bad news

How to Identify Career Goals (cont)

- Community hospital, children’s hospital
- Roles: clinical work, research, QI, education, advocacy/policy, global health
- Schedule
  - Daytime vs. nighttime
  - On-service time vs. shifts vs. set schedule
  - Ability to work part-time
- Geography
Exposure to Different Careers

- Electives (PEC elective, Watsonville elective, away rotations)
- Informational Interviews/Shadowing
- Networking Opportunities
  - Residency Alumni
  - National Conferences
    - Society for Hospital Medicine (SHM): Las Vegas, NV, May 1-4, 2017
    - Pediatric Academic Societies: San Francisco, CA, May 6-9, 2017
    - Pediatric Hospital Medicine: July 20-23, 2017, Nashville, TN

How to Find Out About Job Opportunities

- Many different choices (i.e., do what you love)
- Many jobs are not listed
  - Talk with mentors, residency alumni
  - Send out feelers: email cover letter and CV, even if a job is not posted

How to Find Out About Job Opportunities (cont)

- Stanford website:
  - peds.stanford.edu ➔ program information ➔ career development ➔ how to apply for jobs ➔ current job openings
- AAP Website: www.pedjobs.org
- Notices via mail and email
- Networking, career fairs
- Moonlighting, Locums Tenens

How to Find Out About Fellowship Opportunities

- Phmfellows.org
- Individual fellowship program websites
- PHM National Conference
- Ask for introductions

How to Find Out About Fellowship Opportunities (cont)
Preparing What You Will Need

- Jobs:
  - Cover Letter
  - CV
  - References (3)

- Fellowships:
  - Personal statement
  - CV
  - 3-4 letters of recommendation
  - Common application

Cover Letters

- Purposes of a Cover Letter
  - Introduce yourself & what type of job you are looking for (ie. wards, nursery, subspecialty, etc)
  - Highlights a few reasons why you would be an excellent choice (your strengths)

- Format
  - Several paragraphs up to one page maximum
  - Send along with your CV via formal email

Components of a CV

- Name, Address, Email, Phone
- Medical Training
  - Residency (years attended)
    - Optional: include pertinent electives or key rotations
- Education (reverse chronological order)
- Professional Experience
  - List any related experience here (moonlighting, etc)
- Honors and Awards
- Licenses and Certification
  - Board Certification (if applicable), CA medical license, DEA
  - PALS and NRP

Components of a CV (cont)

- Teaching Experience
- Research/Scholarship
- Publications & Presentation
- Professional Organizations
- Volunteer & International Experience
- Special Skills
  - Languages spoken
  - Research or other skills
  - Ability to do special procedures: circumcision, etc
References & Letters of Recommendation

- 3-4 Total
  - Program Director should be one
  - References should know you well and preferably come from the clinical background to which you are applying
- When asking someone to be a reference, be sure to ask if he/she can provide a strong recommendation on your behalf

Letters of Recommendation

- To request LOR from PD:
  - Send Email to PD and Michelle Brooks
  - Also, fill out link: [https://stanforduniversity.qualtrics.com/jfe/form/SV_cAuMPiIpsGwBAgL?RJD=MLRP_zf0p8Z5QY5a71&Q_C_HI=email](https://stanforduniversity.qualtrics.com/jfe/form/SV_cAuMPiIpsGwBAgL?RJD=MLRP_zf0p8Z5QY5a71&Q_C_HI=email)
  - Request LOR by May 15 (for July 15 match) or 6 weeks ahead for other due dates

Fellowship Personal Statement

- What do you want your story to be?
- Area of interest (clinical or other)
- Highlight prior scholarly work
- Identify specific goals for what you want to learn in fellowship
- Long-term goals, and how fellowship will help you get there

Preparation for Interviews

- Do your homework
  - Website
  - Leadership structure
  - Talk with insiders
- Be prepared to answer questions
  - Why do you want the position?
  - What are you looking for?
  - Why would you be a good fit?
- Be prepared to ask questions
- Do a practice interview
Interview Day

• Your goals:
  – To promote yourself
  – To evaluate the potential job/fellowship and determine if it fits what you are looking for

• Be flexible! The number and type of interviews (group, individual) varies
• Dress and act professionally

Interview Day Questions

• What will the actual duties involve?
  – Clinical sites and duties
  – Number of days/shifts, call nights, weekends
  – Other expectations: teaching, committees, etc.
  – Dedicated time for research/admin/QI
• How are new physicians mentored?
• How is evaluation and promotion handled? How does one advance?
• Are there any significant upcoming changes? (People leaving, mergers, etc.)
• What else should you know about the job?

Specific questions for fellowships

• How are fellows mentored?
• Success of prior fellows/fellowship?
• How are fellowship directors involved?

Academic Positions

• Know the different academic tracks and what is required to advance in each track at the institution (usually on the academic affairs webpage):
  – ie: research-track, clinician-educator track, etc
Offers

• Initially, may receive verbal contract, followed by written
• Clarify job being offered
• Compensation = Salary + Benefits
  – Benefits are very important – may represent 1/3 of your overall compensation
• Consider offer: seek advice, consider negotiating

Benefits

• Vacation/CME Time
• Health/Dental/vision insurance
• Retirement plans (401K, 403b, Pension Plans)
  - Matching vs non-matching
• Benefits for Domestic Partner, Spouse, Children
• Maternity/Paternity Policy
• Loan Repayment
• Malpractice Insurance.
  - Malpractice insurance that covers you after you leave the practice
• Tail Insurance
• Life Insurance
• Disability Insurance
• Child care accounts
• Reimbursement for
  - Boards
  - Medical License
  - DEA
• CME/Education Stipend
• Tuition Benefits for Dependents
• Housing Benefits
• Sabbatical
• Other Benefits

Part-Time Work

• Very common, especially in pediatrics
• FTE = Full-time Equivalent
  - Full-time is often considered 36-40 hours/week
• Part-time = Anything less than full-time
  - Example: 0.5 FTE often 18-20 hours/week
• Pay attention to how benefits are affected by part-time status
  - Often you need to work ≥ 50% time to get any benefits at all
  - Benefits for 0.5 FTE vary from none to 50% to full benefits

Negotiation

• When to negotiate?
• Different organizations have different expectations
  - Some places don’t do any negotiating
  - Others expect you to negotiate
• Know market value, personal goals
• Be respectful: this person may be your future boss
• Ask questions “would it be possible…”
• Prepare to answer within 2 weeks if needed (though can ask for an extension)
Negotiation (cont)

- Things that are often negotiable:
  - Job specifics (i.e., % time in different areas)
  - Percent FTE
  - Salary (sometimes)
  - Comparison with other offers you have received
  - Exit clauses

- Usually Non-negotiable:
  - Non-compete clauses (where you can practice after you leave)
  - Benefits
  - Moonlighting outside system if working more than a certain percentage of FTE
  - Salary (sometimes)

Licensure & Credentialing

- Get a medical license ASAP if changing states
  - Can take up to 6+ months
  - It makes you seem like a more serious applicant
  - Places are more likely to hire you if they don’t have to worry that you will be licensed in time

- Complete credentialing paperwork ASAP
  - Can take up to 6 months
  - Can’t start work until credentialing is complete

Key points

- Find what you’re passionate about
- Be in a place you want to be
- Don’t stress!

Questions?